

IN THE CLAIMS:

Claims 1-22. (Canceled)

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Claim 23. (New) A method using a computer to form a fostering plan for an individual in an organization, the method comprising:

- (a) receiving information regarding a business target and a business content, using a first conversion table to convert the information regarding the business target into a business amount per a predetermined time period, using a second conversion table defining a capability type, and a capability amount necessary to execute a business pattern comprising the business content and the business amount per the predetermined time period, specifying the business pattern, and converting the specified business pattern into a set of necessary capability amounts for respective capability types;
- (b) receiving information regarding a capability of respective individuals in the organization, and generating capability information comprising the capability type and the capability amount;
- (c) comparing the capability amount in the generated capability information with a first predetermined criterion for the respective capability types, and retrieving, as a strong value, the capability for the capability amount that exceeds the first predetermined criterion for the respective capability types;
- (d) accumulating the capability amount in the generated capability information for respective capability types, comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

- retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;
- (e) forming a fostering plan of a specific individual having the retrieved weak value in the organization as the strong value, wherein the fostering plan being associated the specific individual with the type of the weak capability; and
- (f) outputting the formed fostering plan in a predetermined output form.

Claim 24. (New) The method according to claim 23, wherein

- the step (a) further comprises specifying a present business pattern and a future business pattern;
- the step (b) further comprises generating present capability information and future capability information;
- the step (c) further comprises
- retrieving, as a first strong value, the first capability for the present capability amount that exceeds the first predetermined criterion, and calculating progress of the capability amount by comparing the present capability information with the future capability information, and
- retrieving, as a second strong value, the second capability for the progress that exceeds a second predetermined criterion;
- the step (d) further comprises retrieving a present capability and a future capability as a present weak value and a future weak value; and
- the step (e) further comprises forming the fostering plan including a target value based on the progress of the capability amount for the individual having the present weak value or the future weak value in the organization as the first strong value or the second strong value.

Claim 25. (New) A method using a computer to select an individual to be supplemented for an organization, the method comprising:

- (a) receiving information regarding a business target and a business content,

- using a first conversion table for converting the information regarding the business target into a business amount per a predetermined time period, using a second conversion table defining a capability type, and a capability amount necessary for executing a business pattern comprising the business content and the business amount per the predetermined time period, specifying the business pattern, and converting the specified business pattern into a set of necessary capability amounts for respective capability types;
- (b) receiving information regarding a capability of respective individuals in the organization, and generating capability information comprising the capability type and the capability amount;
- (c) accumulating the capability amount in the formed capability information for respective capability types, comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;
- (d) retrieving, using a database storing a plurality of records regarding a capability type and a capability amount of an individual to be supplemented into the organization, at least one of the records regarding the individual having the capability amount corresponding to the retrieved weak value; and
- (e) outputting the retrieved result in a predetermined output form.

Claim 26. (New) The method according to claim 25, the method further comprising: comparing the capability amount in the generated capability information with a predetermined criterion, and

retrieving, as a strong value, the capability for the capability amount that exceeds the predetermined criterion;  
forming a fostering plan of a specific individual having the weak value in the organization as the strong value; and  
outputting the formed fostering plan result in a predetermined output form.

Claim 27. (New) The method according to claim 25, wherein  
the step (a) further comprises specifying a present business pattern and a future business pattern;  
the step (b) further comprises generating present capability information and future capability information;  
the step (c) further comprises retrieving, as a present weak value and a future weak value, a present capability and a future capability; and  
the step (d) further comprises retrieving records regarding the respective individuals having the capability amounts respectively corresponding to the retrieved present weak value and the retrieved future weak value.

Claim 28. (New) The method according to claim 25, wherein  
the step (c) further comprises holding the accumulated capability amount as a previous accumulated capability amount;  
the method re-executes the steps (b) and (c) after executing the step (e), and retrieves the progress of the capability in the organization based on the re-accumulated capability amount and the previous accumulated capability amount; and  
the method further comprises calculating a yield to be billed for the organization based on the progress and outputting a debit note based on the yield.

Claim 29. (New) A system to form a fostering plan for an individual in an organization, the system comprising:  
a first conversion table for converting information regarding a business target into a business amount per a predetermined time period;

a second conversion table defining a capability type and a capability amount  
necessary for executing a business pattern comprising a business content  
and the business amount per the predetermined time period;

converting means for

receiving information regarding the business target and the business content,  
using the first and the second conversion table, specifying the business pattern,  
and

converting the specified business pattern into a set of necessary capability  
amounts for respective capability types;

generating means for

receiving information regarding a capability of respective individuals in the  
organization, and

generating capability information comprising the capability type and the  
capability amount;

comparing means for comparing the capability amount in the generated capability  
information with a first predetermined criterion for the respective capability  
types;

first retrieving means for retrieving, as a strong value, the capability for the  
capability amount that exceeds the first predetermined criterion for the  
respective capability types;

second retrieving means for

accumulating the capability amount in the generated capability information for  
respective capability types,

comparing the accumulated capability amount with the necessary capability  
amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the  
accumulated capability amount that falls below the necessary capability  
amount for the respective capability types;

forming means for forming a fostering plan of a specific individual having the  
retrieved weak value in the organization as the strong value,

wherein the fostering plan being associated the specific individual with the type of the weak capability; and  
outputting means for outputting the formed fostering plan in a predetermined output form.

Claim 30. (New) The system according to claim 29, wherein  
the converting means specifies a present business pattern and a future business pattern;  
the generating means generates present capability information and future capability information;  
the first retrieving means  
retrieves, as the first strong value, the first capability for the present capability amount that exceeds the first predetermined criterion, and calculating progress of the capability amount by comparing the present capability information with the future capability information, and  
retrieves, as a second strong value, the second capability for the progress that exceeds a second predetermined criterion;  
the second retrieving means retrieves a present capability and a future capability as a present weak value and a future weak value; and  
the forming means forms the fostering plan including a target value based on the progress of the capability amount for the individual having the present weak value or the future weak value in the organization as the first strong value or the second strong value.

Claim 31. (New) A system to select an individual to be supplemented for an organization, the system comprising:  
a first conversion table for converting information regarding a business target into a business amount per a predetermined time period;

a second conversion table defining a capability type and a capability amount necessary for executing a business pattern comprising a business content and the business amount per the predetermined time period;

a database storing a plurality of records regarding a capability type and a capability amount of an individual to be supplemented into an organization;

converting means for

receiving information regarding the business target and the business content,

specifying the business pattern, and

converting the specified business pattern into a set of necessary capability amounts for the respective capability types;

generating means for

receiving information regarding a capability of respective individuals in the organization, and

generating capability information comprising the capability type and the capability amount;

weak capability retrieving means for

accumulating the capability amount in the formed capability information for respective capability types,

comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and

retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;

record retrieving means for retrieving, using the database, at least one of the records regarding the individual having the capability amount corresponding to the retrieved weak value; and

outputting means for outputting the retrieved result in a predetermined output form.

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Claim 32. (New) The system according to claim 31, the system further comprising:  
strong capability retrieving means for  
    comparing the capability amount in the generated capability information  
        with a predetermined criterion, and  
retrieving, as a strong value, the capability for the capability amount that  
    exceeds the predetermined criterion; and  
forming means for forming a fostering plan of a specific individual having the weak  
    value in the organization as the strong value.

Claim 33. (New) The system according to claim 31, wherein  
the converting means specifies a present business pattern and a future business  
    pattern;  
the generating means generates present capability information and future capability  
    information;  
the weak capability retrieving means retrieves, as a present weak value and a future  
    weak value, a present capability and a future capability; and  
the record retrieving means retrieves records regarding the respective individuals  
    having the capability amounts respectively corresponding to the retrieved  
    present weak value and the retrieved future weak value.

Claim 34. (New) The system according to claim 31,  
wherein the accumulating means  
    holds the accumulated capability amount as a previous accumulated  
        capability amount, and  
    re-accumulates a new capability amount after outputting the result; and  
the system further comprises:  
    retrieving means for retrieving the progress of the capability in the  
        organization based on the re-accumulated capability amount and the  
        previous accumulated capability amount; and  
    calculating means for calculating a yield to be billed for the organization  
        based on the progress and outputting a debit note based on the yield.



Claim 35. (New) A computer readable medium storing instructions for controlling a computer, the instructions for causing the computer to perform steps comprising:

- (a) receiving information regarding a business target and a business content, using a first conversion table for converting the information regarding the business target into a business amount per a predetermined time period, using a second conversion table defining a capability type and a capability amount necessary for executing a business pattern comprising the business content and the business amount per the predetermined time period, specifying the business pattern, and converting the specified business pattern into a set of necessary capability amounts for respective capability types;
- (b) receiving information regarding a capability of respective individuals in the organization, and generating capability information comprising the capability type and the capability amount;
- (c) comparing the capability amount in the generated capability information with a first predetermined criterion for the respective capability types, and retrieving, as a strong value, the capability for the capability amount that exceeds the first predetermined criterion for the respective capability types;
- (d) accumulating the capability amount in the generated capability information for respective capability types, comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;
- (e) forming a fostering plan of a specific individual having the retrieved weak value in the organization as the strong value, wherein the fostering plan being associated the specific individual with the type of the weak capability; and

(f) outputting the formed fostering plan in a predetermined output form.

Claim 36. (New) A computer readable medium storing instructions for controlling a computer, the instructions for causing the computer to perform steps comprising:

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- (a) receiving information regarding a business target and a business content, using a first conversion table for converting the information regarding the business target into a business amount per a predetermined time period, using a second conversion table defining a capability type and a capability amount necessary for executing a business pattern comprising the business content and the business amount per the predetermined time period, specifying the business pattern, and converting the specified business pattern into a set of necessary capability amounts for respective capability types;
  - (b) receiving information regarding a capability of respective individuals in the organization, and generating capability information comprising the capability type and the capability amount;
  - (c) accumulating the capability amount in the generated capability information for respective capability types, comparing the accumulated capability amount with the necessary capability amount for the respective capability types, and retrieving, as a weak value in the organization, the capability for the accumulated capability amount that falls below the necessary capability amount for the respective capability types;
  - (d) retrieving, using a database storing a plurality of records regarding a capability type and a capability amount of an individual to be supplemented into the organization, at least one of the records regarding the individual having the capability amount corresponding to the retrieved weak value; and
  - (e) outputting the retrieved result in a predetermined output form.